

Labour Market Agreement for Persons with Disabilities (LMAPD)

LMAPD Report 2012 – 2013

An electronic version of this report is available at the Manitoba Family Services
web site at: www.gov.mb.ca/fs

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Introduction

INTRODUCTION

This Canada-Manitoba Labour Market Agreement for Persons with Disabilities (LMAPD) Report describes activities that were cost-shared under the LMAPD during the 2012/13 fiscal year. Societal indicators of labour market participation in Manitoba for 2011 from Statistics Canada's Survey of Labour and Income Dynamics data are also included.

The LMAPD provides for the transfer of federal funding to the provinces and territories for a range of programs and services that enhance the economic participation of working age adults with disabilities in the labour market. Programs and services eligible for funding under the LMAPD must recognize the unique labour market challenges faced by persons with disabilities and consider the distinct needs of each individual when determining the interventions required to prepare for, attain and retain employment.

BACKGROUND

The Government of Canada, the Provinces and the Territories have offered many programs over the years to assist persons with disabilities. In 1962, the Vocational Rehabilitation of Disabled Persons (VRDP) Agreement established funding arrangements between the federal and provincial governments to provide comprehensive programs for the vocational rehabilitation of persons with disabilities.

On April 1, 1998, the Employability Assistance for People with Disabilities (EAPD) Agreement replaced the VRDP. The Canada-Manitoba EAPD Agreement was a five-year, cost-sharing arrangement covering the period April 1, 1998 to March 31, 2003. The EAPD placed a stronger focus on employment within programs funded to assist persons with disabilities. The EAPD was later extended to March 31, 2004 while governments negotiated a successor agreement. On April 1, 2004, the LMAPD replaced the EAPD.

CANADA-MANITOBA LMAPD

The Canada-Manitoba LMAPD was initially a two-year cost-sharing arrangement between the Government of Canada and the Government of Manitoba covering the period April 1, 2004 to March 31, 2006. The LMAPD had a series of extensions and will continue to March 31, 2013. The LMAPD outlines the funding arrangements between federal and provincial governments to provide programs and services that will enhance the economic participation of working age adults with disabilities in the labour market by helping them overcome barriers to employment.

The new LMAPD multilateral framework provides greater flexibility in funding activities and increased accountability requirements which focus on outcomes and public reporting.

Priority Areas to be Addressed

Under the LMAPD, provincial and territorial governments have the flexibility to determine the programs and services to be funded in their jurisdictions, provided that the programs and services are consistent with the following priority areas:

- Education and Training – improve the level of basic and post-secondary education, and work-related skills for people with disabilities;
- Employment Participation – improve the labour market situation and independence of people with disabilities through employment-related activities;
- Employment Opportunities – expand the availability, accessibility and quality of employment opportunities for people with disabilities, in partnership with business and labour;
- Connecting Employers with Persons with Disabilities – enhance awareness of the abilities and availability of people with disabilities, and strengthen people with disabilities' knowledge of labour market opportunities; and
- Building Knowledge – enhance the knowledge base which contributes to continuous improvement of labour market policies and programs for people with disabilities.

Federal Contribution

The Government of Canada initially agreed to contribute 50 percent of the expenditures that Manitoba incurs in providing eligible programs and services under the LMAPD, up to a maximum of \$7,914.0 million annually for the initial two-year period of the Agreement.

The March 2004 federal budget included an additional \$30 million nationally for Labour Market Agreements for Persons with Disabilities. Beginning in 2004/05, this additional funding was allocated on a per capita basis, following deductions of funds required to create a base funding level of \$1.25 million for smaller jurisdictions (Prince Edward Island, Yukon, Northwest Territories and Nunavut).

This new funding provided an additional \$1,051.0 million for Manitoba, resulting in an increase in the federal contribution level from \$7,914.0 million to \$8,965.0 million annually.

PRINCIPLES OF LMAPD

The LMAPD is guided by the following principles:

- Persons with disabilities should be fully included in Canada's social and economic mainstream, a key element of which is successful participation in the labour market. Fostering greater self-reliance through obtaining and maintaining meaningful employment will help persons with disabilities achieve inclusion;
- A diverse set of approaches is required to support both persons with disabilities and employers in order to improve the employment situation of persons with disabilities;
- Persons with disabilities should have access to mainstream and targeted employment programming to ensure their successful participation in the labour market;
- Employment-related and workplace supports are critical to the success of persons with disabilities in the labour market;
- Supports and services should be individualized, holistic, linked to other needed support systems, easy to access, portable across life transitions, timely and inclusive;
- Co-operation and partnership between governments, persons with disabilities, community-based organizations, business, labour, Aboriginal, Metis and Inuit peoples and other stakeholders is key to the success of a comprehensive labour market strategy; and
- Accountability and reporting to citizens in order to demonstrate results and inform program and policy development is a foundation of this framework.

ACCOUNTABILITY REQUIREMENTS

Governments recognize the important role that accountability plays in an effective, long-term approach towards reaching the shared goal of improving the labour market situation of persons with disabilities. As the LMAPD emphasizes accountability to stakeholders and the general public, a key part of the LMAPD is the accountability framework which includes the following components:

- reporting on program indicators;
- reporting on societal indicators; and
- evaluation.

The LMAPD multilateral framework requires that accountability and evaluation mechanisms accommodate quantitative and qualitative approaches and focus on changes in the employment and employability status of program participants.

Program Indicators

The LMAPD requires government to report annually on programs and services funded under this framework to demonstrate the activities undertaken to improve the employment situation of persons with disabilities. Program indicators include:

- number of people actively participating in programs;
- number of people successfully completing programs;
- number of people who progress in their interventions;
- number of people employed after participation; and
- number of people sustained in employment in the case of vocational crisis.

Each program area is responsible for developing mechanisms to track these indicators. As a result, some participants may be counted more than once if they receive services from more than one program area.

Societal Indicators

The LMAPD also requires government to report annually on societal indicators of labour market participation of persons with disabilities. Societal indicators include:

- employment rate;
- employment earnings; and
- education attainment.

Evaluation

Evaluation activities are intended to measure the long-term and qualitative impacts and outcomes of programs and services for persons with disabilities cost-shared under the LMAPD. As part of the new multilateral framework for the LMAPD, the federal government agreed to fully fund a demonstration evaluation of Manitoba EAPD/LMAPD programming. The demonstration evaluation assessed EAPD/LMAPD programming rationale and relevance to the needs of persons with disabilities, reviewed design and delivery processes, and examined the extent to which services reflect best practices. The final EAPD/LMAPD Evaluation Summary Report was completed in June 2010 and is available at:

http://www.hrsdc.gc.ca/eng/publications/evaluations/skills_and_employment/2010/february.shtml

In its ongoing efforts to improve outcomes reporting, in March 2013 Manitoba completed an analysis of the enhanced marketAbilities Program outcomes tracked through the use of scannable opening and closing forms. The analysis found that individuals that participated in the marketAbilities Program increased their level of education, increased reporting employment as a primary source of income and decreased their reliance on Employment and Income Assistance. In addition, when comparing employment status at file opening to that at file closure, the analysis noted a positive shift in hours of employment and hourly wages as the rate of participation in casual and part-time employment decreased while the rate of participation in full-time employment increased. Future evaluation activities Manitoba will undertake include: a review of employment outcomes and cost savings for Employment and Income Assistance (EIA) participants who received support from a marketAbilities Program funded employment agency, and an evaluation of the Rewarding Volunteers benefit in terms of the uptake of the benefit and number of EIA participants who leave volunteer positions for employment.

COMPONENTS OF MANITOBA LMAPD PROGRAMMING

There are four departments with programs and services that are claimed under the LMAPD and provide employment-focused services to assist eligible participants with disabilities in preparing for, obtaining and maintaining employment:

- **Manitoba Entrepreneurship, Training & Trade** - adults with mental, physical, psychiatric, or learning disabilities;
- **Manitoba Health** – adults with psychiatric disabilities
- **Manitoba Healthy Living, Seniors & Consumer Affairs** - adults with drug or alcohol addictions;
- **Manitoba Children & Youth Opportunities** - students with a disability.

The following table provides a summary of 2012/13 expenditures eligible for cost-sharing under the LMAPD by department.

LMAPD ADMINISTRATION AND PROGRAM EXPENDITURES (\$000) 2012/13			
Department	Administration	Program	Total
Entrepreneurship, Training & Trade	1,589.4	8,409.2	9,998.6
Health	1,522.8	11,600.3	13,123.1
Healthy Living, Seniors & Consumer Affairs	1,839.8	4,874.2	6,714.0
Children & Youth Opportunities	0.0	189.8	189.8
Total Expenditures	4,952.0	25,073.5	30,025.5
Federal Contribution**	1,344.7	7,620.3	8,965.0
Provincial Contribution	3,607.3	17,453.2	21,060.5

* Expenditures for service delivery of marketAbilities and EIA programs provided through Family Services will not be claimed under LMAPD until they have transitioned to ETT.

** For purposes of this report, administrative costs constitute no more than 15 percent of the total annual federal contribution.

ENTREPRENEURSHIP, TRAINING AND TRADE

Manitoba Entrepreneurship, Training and Trade is committed to improving quality of life through furthering the economic, labour market and social inclusion of all Manitobans, and growing an economy that benefits all Manitobans by advancing the Province as a thriving place to live, learn, work and invest. The department will work to achieve these goals by fostering trade, investment and entrepreneurship in partnership with stakeholders to maximize opportunities for prosperity for all Manitobans, supporting the development of a skilled and sustainable workforce through training and employment opportunities and providing financial and other supports to citizens who need help meeting their basic needs so that they may achieve fuller participation in society and greater self sufficiency and independence.

Description of Programs and Services

In 2011/12, responsibility for the marketAbilities and Employment and Income Assistance Programs transferred from Family Services and Labour to Entrepreneurship, Training and Trade. These programs are eligible for cost-sharing under the LMAPD and include: the marketAbilities Program, additional Employment and Income Assistance (EIA) Benefits, the marketAbilities Fund and Supported Employment programming. Service delivery of marketAbilities and EIA programs continue to be provided through Family Services and Labour. The expenditures related to service delivery of these programs will not be claimed under the LMAPD until they have been fully transitioned to Entrepreneurship, Training and Trade.

marketAbilities Program

The marketAbilities Program offers a wide range of employment-focused services to assist adults with disabilities in preparing for, obtaining and maintaining employment in order to enhance their independence and ability to contribute socially and economically through employment in the competitive labour force.

The marketAbilities Program is delivered by vocational counsellors in Manitoba Family Services and Labour regional offices, the Regional Health Authorities and three designated agencies that receive

Entrepreneurship,
Training and Trade

provincial funding to deliver services to specific disability groups. The three designated agencies are:

- **Canadian National Institute for the Blind-MB Division (CNIB)**
Provides vocational assessment, training, counselling, job placement services and adjustment training programs for daily living for participants with visual disabilities;
- **Canadian Paraplegic Association (CPA) (Manitoba) Inc.**
Provides counselling, assessment, vocational training and job placement services to participants with spinal cord injuries; and
- **Society for Manitobans with Disabilities (SMD) Inc.**
Provides assessment, counselling, vocational training and job placement services to individuals with physical and hearing disabilities.

The marketAbilities Program also purchases evaluation, work training, placement, school-to-work transition and follow-up services from seven employment agencies. These agencies share a common goal of assisting program participants to prepare for, obtain and maintain employment. Each agency has developed its own method of achieving this objective and serves a different disability group. The seven agencies are:

- **Career Connections Inc.** – located in Brandon, provides work assessment, work training and follow-up services to individuals with a mental, physical, psychiatric, or learning disability in western Manitoba;
- **Employment Preparation Centre** – located in Winnipeg and operated by the Society for Manitobans with Disabilities Inc. to provide work assessment, work training and follow-up services to persons with a physical, psychiatric or learning disability in central, eastern, northwest and northern Manitoba;
- **Connect Employment Services Ltd.** – located in Winnipeg, provides work assessment, work training and follow-up services to persons with a mental disability;
- **Premier Personnel Corp.** – located in Winnipeg, provides school-to-work transition services and follow-up services to persons with a mental disability;
- **Skills Unlimited's Sair Centre of Learning** – located in Winnipeg, provides work assessment, work training and follow-up services to persons primarily with a psychiatric or learning disability;

- **SCE Lifeworks Inc.** – located in Winnipeg, provides work assessment, work training and follow-up services to persons with a mental disability; and
- **Segue Career Options Inc.** – located in Winkler, provides work assessment, work training and follow-up services to persons with a psychiatric, physical or learning disability in south-central Manitoba.

The LMAPD cost-shared activities of the marketAbilities Program can be divided into three components:

- Administration;
- Service Coordination; and
- Training.

Administration

The Service Delivery Support Branch of the Community Service Delivery Division of Manitoba Family Services and Labour provides policy direction to the provincial staff, designated agencies and external service providers who deliver the marketAbilities Program. Service Delivery Support staff also approves and monitors the funding for goods and services provided under the program to assist eligible participants in preparing for, obtaining and maintaining employment.

Manitoba Entrepreneurship, Training and Trade is also responsible for coordinating the administration of the LMAPD for the Province of Manitoba. This includes ensuring programs cost-shared under the LMAPD meet the eligibility criteria and that appropriate data collection systems are in place to meet the accountability and evaluation requirements. Administration costs also include a portion of the grants to the three designated agencies (CNIB, CPA and SMD).

Service Coordination

The marketAbilities Program provides individualized services, based on a vocational rehabilitation model in which vocational counselling responsibilities include vocational assessments, adjustment and psychosocial counselling, case management, vocational planning, job placement and development activities. This model is participant-centered, with the vocational counsellor acting as an information and counselling resource designed to assist the participant in preparing for, obtaining and/or maintaining employment. The vocational counsellor

coordinates the delivery of a range of goods and services required by the participant to achieve this goal. The activities of the vocational counsellor vary for each participant and can include:

- Determining eligibility for the marketAbilities Program;
- Basic assessment;
- Pre-employment and vocational counselling, taking into consideration disability-related factors that impact employment;
- Development of an individualized vocational plan;
- Coordination of services required to implement and support the plan;
- Direct assistance in job search and employment placement; and
- Monitoring and follow-up after employment has been obtained to enhance the stability of the job by addressing disability-related issues as they arise or arranging appropriate employment-related supports.

Training

When the vocational plan includes formal educational or skill training, the vocational counsellor will assist the participant in selecting the appropriate training facility and accessing funding resources. When other funding resources are not available, the participant may be assisted to apply for funding through the marketAbilities Program's Training Fund which provides funding for educational and vocational training.

In situations where the vocational plan includes more practical hands-on training, the vocational counsellor will assist the participant in accessing placement, assessment, work training and follow-up services from an employment agency. These agencies generally provide assessments and work training in regular, community-based employment settings. Occasionally, the vocational counsellor will arrange work training directly with an employer, usually in areas not served by one of the employment agencies.

When the participant demonstrates employment readiness, the vocational counsellor will assist directly or indirectly with job placement activities as well as a range of support services. Support services can include wage subsidies for Training on the Job Agreements, work site accommodations, specialized equipment and interpreting services during an orientation period. Follow-up services, including a limited

amount of job coaching, are generally purchased from an employment agency.

Other Options, Services and Supports

In 2000/01, the marketAbilities Program was expanded to include the following two options and services:

- Self-Directed Option; and
- School to Work Transition.

Self-Directed Option

The self-directed option provides persons with disabilities a choice in how they can apply for marketAbilities Program Training Funding. This choice allows eligible participants who do not want or need assistance from a vocational counsellor the opportunity to submit requests for funding assistance. A review committee, consisting of community representatives and marketAbilities Program staff, reviews self-directed applications and forwards recommendations to the Service Delivery Support Branch for approval.

School to Work Transition

School to Work Transition provides funding supports to assist participants in obtaining and maintaining competitive employment. Funding is provided to purchase job coach services to support adults with developmental disabilities in their transition from the school system to competitive employment at minimum wage or higher.

Program Participants

The following tables provide information on the region or agency providing case management services and on the primary disability of marketAbilities Program participants as at the end of March 2013.

MARKETABILITIES PROGRAM AS AT MARCH 31, 2013	
Region / Agency	Number of Participants
Family Services and Labour Regional Offices	
Central	109
Eastman	171
Interlake	51
Northern	33
Parkland	53
Westman	279
Winnipeg	1,076
Subtotal	1,772
The Canadian National Institute for the Blind (CNIB)	341
Canadian Paraplegic Association (CPA)	191
Society for Manitobans with Disabilities (SMD)	605
Reaching E-Quality Employment Services	44
Self Directed Option	22
Mental Health	245
Subtotal	1,448
Total	3,220

**MARKET ABILITIES PROGRAM
AS AT MARCH 31, 2013**

Disability	Number of Participants
Mental	675
Hearing	190
Learning	415
Physical (other than hearing or visual disability)	664
Psychiatric	936
Visual	340
Total	3,220

In addition to the service coordination provided by the vocational counsellors, 1,153 participants received funding from the marketAbilities Program Training Fund in 2012/13.

**MARKET ABILITIES PROGRAM TRAINING FUND
2012/13**

Disability	Number of Participants
Mental	215
Hearing	78
Learning	173
Physical (other than hearing or visual disability)	214
Psychiatric	430
Visual	43
Total	1,153

Program Results Indicators

The following tables provide information from the 2012/13 marketAbilities Program participant activity survey. Details concerning participant employment, plan completion and plan progression as reported by the vocational counsellors of the marketAbilities Program are provided. Some participants received more than one service throughout the year and are counted more than once.

MARKETABILITIES PROGRAM 2012/13	
LMAPD Program Indicators	Number of Participants
1. Number of people actively participating in programs	3,418
2. Number of people successfully completing programs	541
3. Number of people who progress in interventions leading to employment	1,409
4. Number of people employed	855
5. Number of people maintained in employment in the case of vocational crisis	118

The following table provides information on the number of hours and types of employment for participants during 2012/13. Some participants were employed by more than one employer and are counted more than once.

MARKETABILITIES PROGRAM 2012/13	
Type of Employment	Number of Participants
1-15 hours per week, casual or seasonal	89
1-15 hours per week, term	16
1-15 hours per week, permanent	68
16-30 hours per week, casual or seasonal	55
16-30 hours per week, term	36
16-30 hours per week, permanent	216
31 or more hours per week, casual or seasonal	30
31 or more hours per week, term	35
31 or more hours per week, permanent	314
Total	859

Information is also provided on the reasons participants did not complete or progress in their programs during 2012/13, as determined by their vocational counsellor. Some participants had more than one reason and are counted more than once.

MARKETABILITIES PROGRAM 2012/13

Reason for Not Completing Program	Number of Participants
Continuing in plan	1,292
Plan in development	488
Disability-related reasons	822
Family / personal matter	491
No longer interested in program or plan	321
Found employment	124
Moved	98
Other source of funding	48
Could not access program of choice	30
Other funding not available	14
Deceased	15
Retired	9
Other	268
Don't Know	133
Total	4,153

MARKETABILITIES PROGRAM 2012/13

Reason for Not Progressing in Program	Number of Participants
Plan in development	293
Disability-related reasons	555
Family / personal matter	337
Voluntary withdrawal	222
Lack of motivation	199
Supports / funding not available	20
Other	247
Don't Know	187
Total	2,060

Expenditures

The following table provides a breakdown of marketAbilities Program expenditures eligible for cost-sharing under the LMAPD for 2012/13.

MARKETABILITIES PROGRAM 2012/13			
Component	Expenditures (\$000)		
	Administration	Program	Total
Administration	1,589.4	0.0	1,589.4
Service Coordination	0.0	3,460.0	3,460.0
Training	0.0	1,774.7	1,774.7
Total	\$ 1,589.4	5,234.7	6,824.1
	% 23.3	76.7	100.0

The following table provides more detailed information on the expenditures of the marketAbilities Program Training Fund eligible for cost-sharing under the LMAPD for 2012/13.

MARKETABILITIES PROGRAM TRAINING FUND 2012/13	
Activity	Expenditures (\$000)
Educational Training	760.7
Vocational Training	140.5
Transportation	328.0
Special Support Services	544.9
Miscellaneous	0.6
Total	1,774.7

Additional Entrepreneurship, Training and Trade Programming

Manitoba Entrepreneurship, Training and Trade provides other programming that is eligible for cost-sharing under the LMAPD. These programs include: additional EIA Benefits, the marketAbilities Fund and Supported Employment programming.

Additional EIA Benefits

The Employment and Income Assistance program provides for additional budgetary measures to assist participants to prepare for employment and make a smooth transition from income assistance to work.

The Get Started! allowance assists participants who move from Employment and Income Assistance to work with a one-time payment to help with job-related expenses. In 2012/13, 340 participants received the Get Started! allowance.

In 2012/13, the Rewarding Volunteers Benefit was paid out to approximately 579 participants per month for people volunteering 8 times or more per month, and the Partial Rewarding Volunteers Benefit was paid out to approximately 191 participants per month for people who volunteer 4-7 times per month.

The Employment and Income Assistance Program also provides for additional benefits to offset employment expenses and to encourage and support Employment and Income Assistance participant's attachment to the labour force. In 2012/13, 1,738 participants enrolled in the disability category received assistance with work expenses to secure and maintain employment.

marketAbilities Fund

The marketAbilities Fund supports innovative employment partnerships to help persons with disabilities living in rural and northern regions to find and keep sustainable employment. The fund helps to close service gaps in rural areas and increase cooperation between potential employers and other community stakeholders.

In 2012/13, the marketAbilities Fund supported one project that assisted 32 participants. Of those, 11 participants had some employment at 15 hours a week or more, at minimum wage or higher.

Supported Employment Program

The Supported Employment Program provides a range of services through community-based projects to help persons with disabilities prepare for, find and keep employment. The Supported Employment Program assists non-profit community organizations to develop and deliver supported employment activities, with an emphasis on pre-employment skills, supported work experience and job placements leading to employment. Services are to improve the participant's general employability, prepare for further training or job search or result in direct employment outcomes.

In 2012/13, thirteen community-based supported employment projects were cost-shared under the LMAPD: Association for Community Living – Beausejour; Association for Community Living – Interlake; Association for Community Living – Steinbach; Connect Employment Services; Equal Opportunities West; Focus on Employment; Parkland Residential Vocational Services; Rose Inc.; Sam Inc.; SCE Lifeworks Inc.; SMD Thompson; The Pas Association for Human Development; and Westman Coalition Employment Opportunity.

In 2012/13, these agencies provided support and services to 782 participants and of those, 496 obtained employed. Of those employed, 237 participants met the supported employment definition of employment of 15 hours or more per week, at minimum wage or higher, for three consecutive months or longer.

Expenditures

The following table provides a breakdown of these additional Entrepreneurship, Training and Trade program expenditures eligible for cost-sharing under the LMAPD for 2012/13.

OTHER ENTREPRENEURSHIP, TRAINING & TRADE PROGRAMS 2012/13				
Program	Expenditures (\$000)			
	Administration	Program	Total	
Additional EIA Benefits	0.0	1,547.9	1,547.9	
marketAbilities Fund	0.0	50.0	50.0	
Supported Employment Program	0.0	1,576.6	1,576.6	
Total	\$ 0.0	3,174.5	3,174.5	
	%	0.0	100.0	100.0

MANITOBA HEALTH

There are several LMAPD cost-shared programs and services, directly or indirectly supported by Manitoba Health, which provide a wide range of employment-focused services to assist adults experiencing mental illness in preparing for, attaining and retaining employment.

In Manitoba, a "Choose, Get and Keep" approach to employability services is used in the mental health field. Within this framework, supported employment services are used to help people experiencing mental illness to be satisfied and successful in the work environments of their choice, with the least possible professional support. The main components of the model are as follows:

- **Choose** – the selection of a job compatible with a participant's values and qualifications. Three major "choosing" activities are employment goal setting, job development and decision-making.
- **Get** – the acquisition of a job from an employer in a desired competitive work setting. Three major "getting" activities are placement planning, direct placement and placement support.
- **Keep** – the maintenance of employee success and satisfaction through development and enhancement of the participant's skills and supports. Three major "keeping" activities are skill development, service co-ordination and consultation.

Description of Programs and Services

Employment activities cost-shared under the LMAPD, within the context of mental health services, can be divided into three categories:

- employability services funded directly through Manitoba Health;
- services delivered by the regional health authorities; and
- services provided by external agencies and funded by a regional health authority.

Services Funded Directly Through Manitoba Health

Selkirk Mental Health Centre

The Selkirk Mental Health Centre is a provincial health care facility that provides long-term mental health and post acute acquired brain injury treatment and rehabilitation services, acute psychiatric treatment for residents of Manitoba and Nunavut, and long-term forensic rehabilitation.

The primary goal of the Selkirk Mental Health Centre's Vocational Rehabilitation Services (VRS) is to explore vocational interest and aptitudes and to develop job readiness through interdisciplinary assessments and skill development opportunities.

Selkirk Mental Health Centre's Vocational Incentive Program provides work-oriented experiences in different workstations within the Centre. Work placements are also arranged through community employers with on-site job coaching provided by VRS staff. The Program provides individuals the opportunity to develop work skills and habits that will increase their employment potential. The program also provides opportunity for assessment and training in specific work activities, and enables individuals to maintain their work skills in a structured setting.

In 2012/2013, Selkirk Mental Health Centre provided vocational rehabilitation services to 127 individuals. An average of 47 individuals (with a low of 39 and a high of 55) participated in the Vocational Incentive Program on a weekly basis. An average of 12 individuals (a maximum of 16) worked in a community setting (off SMHC's grounds) on a weekly basis. There has been an increase in the number of individuals participating in the program, as well as an overall increase in the average number of jobs which each individual retains. This demonstrates a growing interest in the program. Within this increase, it is notable that the number of community placement positions increased significantly. These positions provide opportunity to develop specific work skills and become comfortable with a work environment.

Services Delivered by the Regional Health Authorities

The eleven regional health authorities had been responsible for the direct delivery of core mental health services to clients (10 in rural/northern Manitoba, 1 in Winnipeg). In 2012/13, those authorities were amalgamated into five authorities. These services are delivered through the Community Mental Health Program by different types of service providers, including Community Mental Health Workers, Intensive Case Managers, Employment Development Counsellors and Proctors.

Community Mental Health Program

The regional health authorities' Community Mental Health Program provides services to adults who experience acute mental illness, adults with severe and persistent mental illness, and older adults with mental health problems.

Employment-related services are delivered by four types of workers within the respective Community Mental Health Program:

- Generic Community Mental Health Workers;
- Intensive Case Managers;
- Employment Development Counsellors; and
- Proctors.

Community Mental Health Workers

Community Mental Health Workers (CMHW) provide comprehensive assessment, planning, intervention and rehabilitation services to adults experiencing acute or severe and persistent mental illness. CMHWs assist individuals in dealing with crises, link them with clinical supports and other resources, and provide counselling and case management services.

Intensive Case Managers

Intensive Case Managers (ICM) provide a rehabilitation case management model of service to individuals with severe and persistent mental illness who require ongoing and intensive case management and rehabilitation services in order to obtain a satisfactory level of success in living in the community. ICMs assist individuals in reaching their goals in the areas of living, working, and learning.

Employment Development Counsellors

Employment Development Counsellors (EDC) assist adults with a psychiatric disability in choosing, getting and keeping a job. The EDCs engage in all aspects of case management, job and resource development, and skill development with clients. In some situations, EDCs conduct the skill development training; in more involved and intense interventions, the EDCs engage proctors or job coaches.

The type of employment-focused activities provided by these service providers varies according to the needs of clients. The employment-related services provided could include:

- resume preparation;
- practice interviews;
- completing job applications;
- vocational goal setting;
- referrals (e.g., marketAbilities Program, employment centres);
- exploring employment opportunities with clients;
- exploring barriers to employment;
- assisting in preparing for work; and
- providing support through vocational crisis.

In 2012/13, the Community Mental Health Program provided employment related services to 1,339 individuals.

Proctors

Proctors are casual support workers who provide support and assistance to individuals with a mental illness in the areas of living, learning and working. These workers fall under the direction of the Community Mental Health Workers.

The portion of the Proctor Program that is cost-shared under the LMAPD relates to the percentage of time focused on work-related supports such as job coaching, individualized “Choose” activities, and work skills training. In 2012/13, proctors provided 192 clients with employment-related services.

Program of Assertive Community Treatment

The Winnipeg Regional Health Authority has two self-contained Program of Assertive Community Treatment (PACT) teams which assists individuals with severe and persistent symptoms of mental illness to select, secure and maintain employment.

The multidisciplinary PACT team (i.e., psychiatrist, social workers, nurses, and other professionals) provides rehabilitation, support and treatment services to individuals with a primary diagnosis of schizophrenia, bipolar disorder or a major psychotic disorder. Program activities include:

- employment counselling;
- skill development;
- vocational crisis intervention and management;
- pre-employment training;
- education support and facilitation;
- job search development skills;
- accessing the hidden job market; and
- ongoing active employment support.

In 2012/2013, PACT Hargrave provided services to 89 individuals, of which, 60 were involved in LMAPD eligible activities. Of those, 21 were employed: 8 employed full-time, 2 employed part-time and 11 had casual employment. An additional 35 individuals participated in volunteer work, 13 individuals were involved in active job search, 3 attended school and 3 were self-employed.

In 2012/2013, PACT Leila provided services to 81 individuals, of which 34 were involved in LMAPD eligible activities. Of those, 18 were employed: 2 employed full-time, 4 employed part-time and 12 had casual employment. An additional 4 individuals participated in volunteer work and another 12 individuals were involved in active job search and attended school.

Eden Mental Health Centre

Eden Mental Health Centre is a division of Eden Health Care Services and operates a continuum of mental health services. Eden Mental Health Centre provides adult acute in-patient treatment services as

well as community mental health services to the Central Regional Health Authority on a service contract basis.

Employment preparation related services are provided by the Centre's community mental health workers through the provision of intensive case management services. The Occupational Therapy department also provides employment preparation related services. These services are considered to be in the initial "Choose" stage.

When clients express an interest in employment they are referred to Eden's Segue Career Options which is the vocational division of Eden Health Care Services. Segue Career Options provides employment activities in the "Choose, Get and Keep" stages.

In 2012/13, Segue Career Options provided employment preparation related services to 97 people with psychiatric disabilities. Of those, 60 were employed during this time period. Of the 97 people, 20 were carry over's from the 2011/12 year and ended in the 2012/13 year; 22 started and ended in the 2012/13 year; and 24 started in 2012/13 year and will carry over to the 2013/14 year. This leaves 31 individuals which Segue continues to work with on an ongoing basis who still struggle with barriers to employment. Segue Career Options is an employment agency for the market *Abilities* Program.

Services Delivered by External Agencies

There are four external agencies cost-shared under the LMAPD that are funded by the regional health authorities and provide employability services to mental health consumers.

Rehabilitation and Recovery Services (Canadian Mental Health Association)

Rehabilitation and Recovery Services, a service of the Canadian Mental Health Association, Winnipeg Region, assists mental health consumers in selecting, securing and maintaining employment.

Service activities related to employment include:

- employment counselling
- skill development
- school-to-work transition
- vocational crisis intervention and management
- work experience
- post-secondary education support
- ongoing active employment support
- supported employment, and
- self-employment.

In addition, the service assists mental health consumers who want to return to school, explore educational options, access funding and complete their course of study and then look for related work.

In 2012/13, Rehabilitation and Recovery Services assisted 53 individuals to work on employment goals. Of the new participants admitted to the program, 25 individuals had an employment goal and 6 of these participants had found employment by the end of the reporting period.

Of the ongoing participants, 14 maintained employment obtained in previous periods. There were 13 participants that were discharged. Of these, 8 individuals were working at exit: 5 in full-time jobs, 2 in part-time jobs and 1 worked casual hours. There were 6 participants who were not working at the time of exit. In addition, 25 employed participants received support for employment related crises.

Self Starting Creative Opportunities for People in Employment Inc.

Self Starting Creative Opportunities for People in Employment Inc. (SSCOPE) is a non-profit mental health agency incorporated in 1991 that provides casual and part-time work opportunities for men and women living in Winnipeg, who are coping with all forms of mental health problems and disabilities and are seeking meaningful work experience and training. "Real work...Real income" is its motto.

SSCOPE offers attainable work experience and on the job training at a flexible, choice-based level, meeting those needs within the spectrum not necessarily offered by other vocational programs. The program provides support, guidance and training for participants and assists them in planning and implementing individualized vocational goals. Currently, SSCOPE is the only service in Winnipeg which seeks to meet the need for flexible entry level work opportunities at labour market rates for consumers of mental health services.

SSCOPE staff secures work opportunities and matches the needs of each job with existing skills of participants. Team Leader staff of SSCOPE accompany an individual or crew members to a job site to provide support, guidance, on-the-job training, transportation and customer relations while evaluating and assessing the needs of the participant. The program is flexible, allowing people to move in and out and take various work opportunities as they arise. Members themselves initiate the process of booking the work load they wish to have and determine their own readiness for more or fewer work hours at any time.

In 2012/13, SSCOPE provided services to 187 total employee members who received wages and benefits anytime over the 12 month period, an increase from the 162 individuals in the program the previous 12 month period. An average of 57 individuals were employed by SSCOPE each semi-monthly payroll, up from 47 in the previous year, for a total of 9,141.72 hours of employment created over the full year. This is an increase of 13 per cent in hours over the previous fiscal year, when 8,092.45 hours of employment were created. Twenty additional individuals on average received employment each month over the previous year. Total overall wages and benefits paid to employee-members increased to approximately \$172,901, up from \$146,368 in the year previous, or an increase of 18%. In 2012/13, there were 112 new applicants resulting in 56 new worker-members who proceeded to employment with SSCOPE at some point during the year. There were also approximately 14

SSCOPE employee members who moved on to full time or permanent part-time employment elsewhere or internally at SSCOPE. Another five proceeded to educational upgrading or employment related training.

Selkirk and Interlake Mental Health Support Centres Inc.

One of the goals of the Selkirk and Interlake Mental Health Support Centres is to train and develop individuals with persistent mental illness to maximize their employment potential in a supportive work environment. Employment Development Counsellors meet with clients on an individual basis to seek and maintain employment in the community.

The Selkirk and Interlake Mental Health Support Centre's Sunflower Cafe operates a Transitional Employment Program in which positions at different levels of skill and difficulty are created. There are a number of positions available at all times, due to the turnover of participants/employees.

In 2012/13, a total of 18 individuals participated in the program and remained active as of March 31, 2013. There were 4 new participants. Four participants left program last year and new participants are still active as of March 31, 2013. Of the 4 participants who have left, two have gone onto work in the community.

Ventures

Ventures is a vocational skills assessment and training program primarily for adults with mental health issues that have compromised the individual's capacity for obtaining and maintaining employment. Ventures provides an assessment of current basic vocational skills and, as appropriate, specific goal-directed training to strengthen or build these skills. Focused work training plans are developed with individuals to address their specific needs. Ventures has a number of partners that provide work-training opportunities in job stations both within the regional health authority and the Brandon community.

In 2012/13, Ventures provided employment related services to 43 individuals. Of those, 9 clients were new to the program and 10 clients have been in the program less than 2 years. One client retired this past year, 1 found employment, 1 is pursuing a diploma and one moved out of the region. There were 3 clients working in conjunction with Ventures and other programs to increase their ability and

opportunity to enter the work force. Many clients volunteer at community facilities (for example the Humane Society, Art Gallery and local churches) and are also involved with various social and recreational programs.

Program Results Indicators

The following tables provide a detailed breakdown, by program or service, of the number of Manitoba Health clients who were reported to have received employability services during 2012/13.

MANITOBA HEALTH PROGRAMS 2012/13	
Program / Service	Number of Individuals
Selkirk Mental Health Centre	127
Community Mental Health Program	1,339
Proctors	192
Program of Assertive Community Treatment	94
Eden Mental Health Centre (Segue Career Options)	97
Rehabilitation and Recovery Services	53
SSCOPE	187
Selkirk and Interlake Mental Health Support Centres	18
Ventures	43
Total	2,150

MANITOBA HEALTH PROGRAMS 2012/13

Manitoba Healthy Program Indicators	Number of Individuals
1. Number of people actively participating in programs	1,666
2. Number of people successfully completing programs	359
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment	964
4. Number of people employed after participation	977
5. Number of people sustained in employment in the case of vocational crises	445

Expenditures

The following table provides a breakdown of Manitoba Health program expenditures eligible for cost-sharing under the LMAPD in 2012/13.

MANITOBA HEALTH PROGRAMS 2012/13

Program	Expenditures (\$000)		
	Administration	Program	Total
Institutional Mental Health Centre	370.8	1,706.8	2,077.6
Community Mental Health Program	780.0	6,855.2	7,635.2
Proctors	0.0	1,289.3	1,289.3
Program of Assertive Community Treatment	0.0	838.3	838.3
Rehabilitation and Recovery Services	300.7	622.0	922.7
SSCOPE	64.8	100.0	164.8
Selkirk and Interlake Mental Health Support Centres	0.0	98.3	98.3
Ventures	6.5	90.4	96.9
Total	\$ 1,522.8	11,600.3	13,123.1
	% 11.6	88.4	100.0

MANITOBA HEALTHY LIVING, SENIORS & CONSUMER AFFAIRS

Manitoba Healthy Living, Seniors and Consumer Affairs works to create healthy living opportunities by promoting wellness and prevention at each stage of life. Working in partnership with communities, schools and workplaces, Healthy Living, Seniors and Consumer Affairs strives to create supportive environments that make healthy choice easier and more accessible to all Manitobans.

Description of Programs and Services

Manitoba Healthy Living, Seniors and Consumer Affairs provides policy direction and funding to sixteen agencies that provide treatment for adults with alcohol and drug addictions, two of which are eligible for cost-sharing under the LMAPD, the Addictions Foundation of Manitoba and Behavioural Health Foundation.

There is a significant link between reducing the use of substances and obtaining employment. If an individual is unable to moderate or control the use of an addictive substance, their ability to participate in the labour force is severely limited. For these individuals, the risk of harm associated with the use of addictive substances will therefore impact on their ability to participate meaningfully in society.

Mental Health Programs Administration

Although the direct delivery of a majority of mental health services has devolved to the regional health authorities, the Mental Health and Spiritual Health Care Branch continues to be responsible for overall standards in province-wide programs and for the evaluation of specific outcomes for individuals involved in employment-related programs, services and initiatives. As well, Manitoba Health is responsible for providing financial support to the regional health authorities for services provided to the community.

Addictions Foundation of Manitoba

The Addictions Foundation of Manitoba (AFM) programs provide a wide range of employment-focused services to assist adults with disabilities in preparing for, attaining and retaining employment. AFM programs are delivered on a regional basis throughout Manitoba. AFM programs provide the opportunity for employment success by coordinating a range of support and counselling services that can facilitate the participant's entry into the labour force or maintenance of employment.

Administration

Administration at AFM consists of the Executive component which provides policy direction and goal setting which govern all aspects of AFM's operations. The Finance, IT and Human Resource component provides financial management, information system management and human resource services to all program areas of AFM. The Corporate Resources component provides public relations, awareness information and library services regarding alcohol and other drug use/abuse. The Program Evaluation and Accountability area focuses on demonstrating accountability by evaluating the programs offered to clients.

Adult Residential Programs

AFM's Adult Residential Programs facilitate a participant's reintegration from the structured environment of a residential rehabilitation setting back into the community. The participants are men and women 18 years of age and older who have been screened and assessed as dependently involved with alcohol and other drugs and requiring extensive ongoing intervention.

This program is designed to return the participant to an optimal level of functioning by dealing with the impact of an addiction. The program allows participants to stabilize vocational crisis matters and provides skills for preparing and attaining employment. Employment-focused skill development is provided in areas such as time, stress and anger management, communication, accountability, healthy lifestyle and job search skills.

A short-term (21-28 days) alcohol/other drugs residential rehabilitation service is available through the AFM's five facilities located in Brandon

(1), Ste. Rose du Lac (1), Thompson (1) and Winnipeg (2). Residential clients are referred to an AFM continuing care service and/or to an external community or self-help resource for ongoing support after completion of the program.

Adult Community-Based Programs

Similar to residential programs, AFM's Adult Community-Based Programs are designed to facilitate the return of a participant to an optimal level of functioning which includes employability. The direct clients are men and women 18 years of age and older who have been screened and assessed as being harmfully and dependently involved with alcohol and other drugs but have a stable living environment and strong community and family supports, conducive to a community-based method of service.

This program provides participants living in the community with a supportive environment and information regarding risks and other life functioning problems (employment/vocational, family, and social life skills) affected by their involvement with alcohol and other drugs. As appropriate, links are also established with psychological service providers, such as a clinical psychologist, community mental health worker or psychiatrist. As with residential programs, employment-focused skill development is provided to enable participants to obtain or retain employment. Upon completing the program, participants may be referred to an AFM continuing care service and/or to an external community or self-help resource for ongoing support.

Methadone Program

The direct clients of the Methadone Program are individuals who have been diagnosed as being opiate dependent. The program provides methadone dispensing, urine testing, counselling and planning/goal setting, education, vocational stabilization and employment readiness for opiate dependent clients. Methadone maintenance enables individuals to function normally and to perform mental and physical tasks without impairment.

The goal of the program is to allow individuals the opportunity to safely withdraw from opiates and to develop and maintain positive daily functioning including the attainment and maintaining of employment.

Workplace Services

Workplace intervention is an effective process to address employment matters which may be related to addiction issues and any compounding personal problems. Workplace services include workplace interventions, policy development, consultations, customized training and employee awareness seminars.

Behavioural Health Foundation

Behavioural Health Foundation is a long-term (3 to 6 months recommended, longer stays allowed) residential, co-occurring disorder treatment facility providing addictions counselling and lifestyle skills to individuals and families (men, women and youth). The program is designed to offer graduated opportunities for equipping individuals with the vocational, intellectual and communicative skills necessary for successful reintegration into society, while remaining free from addictive behaviours.

Men's, Women's and Family Program

Behavioural Health Foundation's Men's, Women's and Family Program provides services for men, women and dependent children who are unable to function satisfactorily in their lives because of an addiction and/or mental health concern. The focus of the program is to assist individuals to develop positive lifestyle changes by pursuing further education or employment and reducing or eliminating addictions to alcohol and other drugs.

Through individual and group counselling, residents become aware of the dynamics of addiction, and how to experience emotions and feelings without the use of chemicals. A focus on conflict resolution and assertiveness skills, as well as communication and problem solving techniques, assists residents in developing constructive coping behaviours. Educational and vocational training, as well as developing and enhancing employment-related skills, are presented as methods of creating positive lifestyle changes.

Staff at the Behavioural Health Foundation work with residents to overcome their addiction by utilizing a variety of pre-employment preparation activities, including skill assessments, resume writing, interview skills, acquiring positive work attitudes, habits and skills, establishing work routines and pursuing education.

This program includes training for and referrals to employment. Graduates of the program are those individuals who have not only corrected the destructive behaviours that brought them to the Behavioural Health Foundation, but have also obtained meaningful employment or entered education or vocational training programs. Continued support is provided to clients after they have secured employment or entered training programs.

Program Results Indicators

The following table provides a detailed breakdown, by program or service, of the number of addiction program participants who received employability services during 2012/13.

* Individuals in gambling, family, youth and impaired driver programs are not included in these statistics.

** Based on AFM's closure form data. Clients will be included once they have requested to have their files

ADDICTIONS PROGRAMS 2012/13		
LMAPD Program Indicators	Number of Individuals	
	AFM*	BHF
1. Number of people actively participating in programs	2,781**	228
2. Number of people successfully completing programs	1,684	164
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment	N/A	66
4. Number of people employed after participation	57***	27
5. Number of people sustained in employment in the case of vocational crises	N/A	7

closed and/or it has been 6 months since their last involvement with AFM.. Note: relying on closure form data is not 100% accurate in representing those active in adult Alcohol and other Drug (AOD) programs (e.g. those admitted in March 2012 to a community-based program may still be in treatment and will not be reflected in the numbers in the table above).

*** Data is based on an evaluation of one of AFM's residential programs. It is the proportion of evaluation participants who report employment at 3 months post treatment (does not include students or those retired).

Expenditures

The following table provides a breakdown of Healthy Living program expenditures eligible for cost-sharing under the LMAPD for 2012/13.

MANITOBA HEALTHY LIVING PROGRAMS 2012/13			
Agency	Expenditures (\$000)		
	Administration	Program	Total
Mental Health Programs Admin	171.1	0.0	171.1
Addictions Foundation of Manitoba	976.6	3,490.6	4,467.2
Behavioural Health Foundation	692.2	1,383.6	2,075.7
Total	\$ 1,839.8	4,874.2	6,714.0
	% 27.4	72.6	100.0

CHILDREN AND YOUTH OPPORTUNITIES

Children and Youth Opportunities is focused on supporting Manitoba's children and youth to achieve their best possible outcomes at all stages of development. The experiences of early childhood have a profound impact on the overall health and well being of individuals throughout their lifetime. Supporting children and their families has benefits that extend to the economy, population health and community safety.

CareerOptions for Students with Disabilities

CareerOptions for Students with Disabilities (CareerOptions) is a component of STEP Services that provides salary dollars and full-time equivalents to provincial government departments to hire high school and post-secondary students with disabilities in career-related jobs. Post-secondary students are able to use and expand existing skills and develop new skills while high school students may experience their first job.

Although most of the jobs occur during the summer months, part-time jobs are also available for post-secondary students during the school year through the Part-Time STEP program.

Students are assessed to determine their skills, education, employment interests, career goals and work place accommodations, when required. Students must be 16 years of age or over on or before their first day of work. Students must be currently enrolled in school full-time (or part-time due to their disability) and returning to studies in the next academic year or be out of school for approximately one year due to their disability and returning to studies in the next academic year.

The purpose of CareerOptions is to be inclusive of all students and break down the barriers that students with disabilities face in their career path. CareerOptions also assists students to make the transition from school to work while providing them with career exploration opportunities in the provincial government.

In 2012/13, there were 31 students placed in employment positions through the CareerOptions for Students with Disabilities program. Of those, 26 students worked in full-time positions, 2 students worked in part-time positions and 3 students worked in a combination of full-time and part-time positions.

Expenditures

The following table provides a breakdown of CareerOptions program expenditures eligible for cost-sharing under the LMAPD for 2012/13.

CHILDREN AND YOUTH OPPORTUNITIES 2012/13			
Program	Expenditures (\$000)		
	Administration	Program	Total
CareerOptions for Students with Disabilities	0.0	189.8	189.8
	0.0	100.0	100.0

SOCIETAL INDICATORS

Conducted annually, the Statistics Canada Survey of Labour and Income Dynamics (SLID) data provides information about employment, earnings and education levels of the Canadian population.

From the SLID data, the following tables provide the societal indicators on the labour market participation of persons with disabilities related to the employment rate, employment earnings and educational attainment of persons with and without disabilities in Manitoba for 2011.

Employment Rate

Employment count and ratio of individuals aged 16-64 by disability status and sex, Manitoba 2011

	Total		Person has a disability		Person does not have a disability	
	# of persons (000's)	% of persons	# of persons (000's)	% of persons	# of persons (000's)	% of persons
All Males and Females						
Total	774	100.0	164	100.0	490	100.0
Employed	455	58.8	95	58.2	356	72.8
Unemployed	8	1.0	F	1.9	F	0.9
Not in the labour force	77	10.0	37	22.8	38	7.8
Other	120	F	28	F	91	F
Males						
Total	391	100.0	80	100.0	250	100.0
Employed	244	62.4	53	66.6	191	76.3
Unemployed	F	0.9	F	1.1	F	1.1
Not in the labour force	26	6.6	13	15.9	12	4.8
Other	58	F	13	F	44	F
Females						
Total	383	100.0	84	100.0	240	100.0
Employed	211	55.0	42	50.1	166	69.1
Unemployed	F	1.1	F	2.8	F	0.7
Not in the labour force	51	13.3	25	29.3	26	10.8
Other	62	F	15	F	46	F

Source: Statistics Canada, Income Statistics Division, Survey of Labour and Income Dynamics

Note: Other consists of being employed part-year, unemployed part-year, not in the labour force part-year or the combination of two of the three.

Note: F too unreliable to be published

Employment Earnings

Distribution of earnings of individuals by sex and disability status
Manitoba 2011

	Total		Person has a disability		Person does not have a disability	
	# of persons (000's)	% of people	# of persons (000's)	% of people	# of persons (000's)	% of people
All Males and Females						
Total	627	100.0	86	100.0	490	100.0
\$1 - \$4,999	87	13.9	17	19.4	63	12.9
\$5,000 - \$19,999	205	32.8	30	34.7	157	32.1
\$20,000 - \$29,999	110	17.5	15	16.9	85	17.4
\$30,000 - \$39,999	86	13.6	9	10.3	71	14.4
\$40,000 - \$49,999	57	9.0	8	9.1	45	9.1
\$50,000 - \$59,999	34	5.4	F	4.1	29	5.8
\$60,000 & over	48	7.7	5	5.5	40	8.2
Males						
Total	329	100.0	45	100.0	256	100.0
\$1 - \$4,999	39	11.8	7	16.3	28	11.1
\$5,000 - \$19,999	91	27.5	14	30.5	68	26.4
\$20,000 - \$29,999	53	16.0	7	15.6	40	15.6
\$30,000 - \$39,999	49	15.0	5	11.8	40	15.6
\$40,000 - \$49,999	40	12.0	6	12.3	32	12.4
\$50,000 - \$59,999	19	5.9	F	4.9	16	6.4
\$60,000 & over	39	11.8	F	8.6	32	12.5
Females						
Total	298	100.0	41	100.0	234	100.0
\$1 - \$4,999	49	16.3	9	22.7	35	15.0
\$5,000 - \$19,999	115	38.5	16	39.3	90	38.4
\$20,000 - \$29,999	57	19.2	8	18.3	45	19.2
\$30,000 - \$39,999	36	12.2	4	8.8	31	13.2
\$40,000 - \$49,999	17	5.7	F	5.6	13	5.6
\$50,000 - \$59,999	15	4.9	F	3.2	12	5.2
\$60,000 & over	9	3.2	F	2.1	8	3.4

Source: Statistics Canada, Income Statistics Division, Survey of Labour and Income Dynamics

Note: F too unreliable to be published

Education Level

Highest level of education of individuals by sex and disability status
Manitoba 2011

	Total		Person has a disability		Person does not have a disability	
	# of persons (000's)	% of people	# of persons (000's)	% of people	# of persons (000's)	% of people
All Males and Females						
Total	774	100.0	164	100.0	490	100.0
Less than high school diploma	104	13.5	30	18.2	63	13.0
Obtained high school diploma	125	16.2	28	16.8	83	16.9
Trades certificate or diploma	49	6.3	15	9.3	31	6.4
College	154	19.9	36	21.6	106	21.6
University certificate	162	21.0	28	17.3	122	24.9
Males						
Total	391	100.0	80	100.0	250	100.0
Less than high school diploma	61	15.5	15	18.7	39	15.4
Obtained high school diploma	64	16.5	11	14.3	44	17.8
Trades certificate or diploma	30	7.8	9	11.5	21	8.2
College	69	17.7	16	19.9	50	20.0
University certificate	78	19.9	13	16.9	59	23.5
Females						
Total	383	100.0	84	100.0	240	100.0
Less than high school diploma	44	11.4	15	17.8	25	10.4
Obtained high school diploma	61	15.9	16	19.1	39	16.1
Trades certificate or diploma	18	4.8	F	7.2	11	4.6
College	85	22.2	20	23.3	56	23.3
University certificate	85	22.1	15	17.7	63	26.4

Source: Statistics Canada, Income Statistics Division, Survey of Labour and Income Dynamics

Note: F too unreliable to be published

Conclusion

CONCLUSION

The Government of Canada, the Provinces and the Territories have offered many programs over the years to assist people with disabilities. Beginning with the VRDP cost-sharing agreement, governments have worked collaboratively to provide people with disabilities with comprehensive vocational rehabilitation programs and services.

Successive cost-sharing agreements between governments, including the EAPD, continue to enhance the independence and ability of people with disabilities to contribute socially and economically through employment in the competitive labour force. Most recently, the LMAPD demonstrates government commitment to further the aims of integration and full citizenship of people with disabilities.

Manitoba is committed to the integration of people with disabilities into the labour market and regards the LMAPD as an opportunity for Manitoba to build on the successes of the VRDP and EAPD Agreements and further enhance its programs and services for people with disabilities.

Cette information existe également en français.